Report
of
The Task Force
on
Code of Professional Ethics
for
University & College Teachers

Considered and as adopted by the Commission in its meeting held on 27th Dec. 1988

UNIVERSITY GRANTS COMMISSION

NEW DELHI

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D.O.No.F.1-4/87(PS-CELL) 17th February, 1989

Dear Vice-Chancellor/Principal,

You will recall that on November 12, 1988 I had sent you a report of the Task Force on performance appraisal of college and university teachers. The other part of the Task Force was to prepare a Code of Ethics for University and College teachers.

The Task Force with participation of AIFUCTO (All India Federation of University and College Teachers Organisation) has also now prepared a code of Professional Ethics of University and College Teachers. The report of the Task Force has been adopted by the Commission in its meeting on 27th December, 1988 and the same is sent herewith for your perusal and action as you deem fit.

With regards,

Yours sincerely,

Yash Pal

(Yash Pal)

Report of the Task Force

CODE OF PROFESSIONAL ETHICS FOR UNIVERSITY AND COLLEGE TEACHERS

PREAMBLE

I. GOAL OF HIGHER EDUCATION IN OUR COUNTRY:

The basic purpose of education is to create skill and knowledge and awareness of our glorious national heritage and the achievements of human civilisation, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace, and the principles enunciated in the Preamble to our constitution.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher education should strive for academic excellence, and progress of arts and science. Education, research and extension should be conducted in conformity with our national needs and priorities and ensure that our best talents make befitting contributions to international endeavour on societal needs.

II. TEACHERS AND THEIR RIGHTS:

Teachers should enjoy full civic and political rights of our democratic country. Teachers have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

THE CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals

of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should :

(i) adhere to a responsible pattern of conduct and demeanour expected of them by the community;

(ii) manage their private affairs in a manner consistent with the dignity of the profession;

(iii) seek to make professional growth continuous through study and research;

(iv) express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;

(v) maintain active membership of professional organisations and strive to improve education and profession through them;

(vi) perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication;

(vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting in the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

(viii) participate in extension, co-curricular and extra - curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should

(i) respect the right and dignity of the student in expressing his/her opinion;

(ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;

(iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;

(iv) encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;

(v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;

(vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;

(vii) pay attention to only the attainment of the student in the assessment of merit;

(viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

(ix) aid students to develop an understanding of our national heritage and national goals and

(x) refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should

(i) treat other members of the profession in the same manner as they themselves wish to be treated;

(ii) speak respectfully of other teachers and render assistance for professional betterment;

(iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities;

(iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should

(i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule deterimental to the professional interest;

(ii) refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

(iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

(iv) co-operate through their organisations in the formulation of policies of the other institutions and acept offices;

(v) co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;

(vi) should adhere to the conditions of contract;

(vii) give and expect due notice before a change of position is made and

(viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

(i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;

(ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers Should

try to see through teachers' bodies and organisations that institutions maintain contact with the quardians of their

students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers Should

(i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

(ii) work to improve education in the community and strengthen the community's moral and intellectual life ;

(iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;

(iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;

(v) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enemity among different communities, religions or linguistic groups but actively work for National Integration.

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